

## What is it?

**Family Violence** is a pattern of coercive, abusive behavior by a family or household member, including dating partners, against another family or household member that can be physical, sexual, verbal, psychological, and/or economic, and is intended to establish and maintain control over another individual.

## What to Do

- Seek help and support from resources listed here.
- If Family Violence is affecting you at work, speak to your supervisor or your Department's EEO representative.
- If you suspect a coworker is a victim of Family Violence, share this brochure with them and tell them help is available.
- If you witness or know of an incident or threat of Family Violence in the Workplace, talk to a supervisor or your Department's EEO representative *immediately*.
- Call an **EAP** representative for guidance and support.
- Be discrete and respect the autonomy of persons experiencing Family Violence.
- Remember, Family Violence is a **crime** and it is **preventable**.

## Resources

- The Family Violence Community Resource Directory and the Family Violence Assistance Guide are available online at [www.louisvilleky.gov/OFW](http://www.louisvilleky.gov/OFW)
- Employee Assistance Program (EAP) is available to Metro Government employees by calling: 1-800-588-8143, or [www.magellanhealth.com](http://www.magellanhealth.com), EAP self-screening at 1-866-891-1511
- Brochures: Family Violence related brochures are available at [www.louisvilleky.gov/OFW](http://www.louisvilleky.gov/OFW), in English, Spanish, Bosnian, Arabic, Vietnamese, and Somali.
- A list of Domestic Violence Offender treatment providers is available at [www.louisvilleky.gov/OFW](http://www.louisvilleky.gov/OFW)

### Important Numbers:

- Emergency: 911
- Louisville Metro Police: 574-2111
- Crimes Against Children: 574-2465
- Crimes Against Seniors: 574-2278
- Domestic Violence, Sex Crimes and Elder Abuse: 574-2430
- Center for Women and Families: 581-7200
- Domestic Violence Intake Center: 595-0855
- County Attorney's Office: 574-6336
- Commonwealth's Attorney's Office: 595-2340

# Louisville Metro Government Freedom from Violence Policy

## Family Violence: A Workplace Issue



Louisville Metro Office for Women  
810 Barret Avenue, 2nd Floor  
Louisville, KY 40204

502-574-5360

502-574-6888 (fax)

Email: [OFW@louisvilleky.gov](mailto:OFW@louisvilleky.gov)

Website: [www.louisvilleky.gov/OFW](http://www.louisvilleky.gov/OFW)

## About Family Violence in the Workplace

Family violence is a serious societal issue that often becomes a workplace issue. Employees may be victims of family violence in the workplace in a number of ways:

- harassing or repeated phone calls, mail, e-mails or faxes
- unwelcome/threatening notes
- unplanned or unannounced visits
- stalking
- physical and sexual assaults
- Homicide

Family Violence impacts the employee at the workplace through:

- sleep deprivation
- physical injuries
- heightened anxiety/fear
- tardiness
- absenteeism
- non-injury health problems related to abuse

### Did You Know?

- U.S. businesses pay \$3 to \$5 billion a year in medical expenses associated with family violence.
- U.S. businesses forfeit an additional \$100 million a year in lost wages, sick leave, absenteeism, and non-productivity

- In 2004, almost half a million women and over 100,000 men were victimized by intimate partners.
- Adults are also be victimized by their children, including physical abuse (57%); verbal abuse (22%); use of a weapon (17%); and throwing items (5%).
- National data indicate that only 1 in 14 elder abuse incidents are brought to the attention of Adult Protective Services. In Kentucky in fiscal year 2005, APS received 9,136 referrals for elder abuse of seniors 60+.
- Over 1 million women and almost 400,000 men are stalked in the U.S. every year, many of them missing work because of the stalking.

*Family violence is an issue that affects us all. It affects our safety, health and has an economic impact on individuals, society and workplaces.*



**JERRY E. ABRAMSON**

MAYOR

26 Member  
MetroCouncil

## Louisville Metro Government's Freedom from Violence Executive Order and Policy

Louisville Metro Government believes that all persons have a right to live free of violence. Under an Executive Order issued by Mayor Jerry Abramson, the Freedom from Violence policy was established. It commits Metro Government to pursuing a violence-free work environment and to a proactive approach of preventing, intervening, and responding to family violence in the workplace in a way that is supportive, respectful, effective and evidence-based.

Metro Government's Freedom from Violence policy includes no tolerance for employee actions involving intimidation, threatening or hostile behavior, physical or verbal abuse, harassment, sabotage, vandalism, stalking, arson, physical or sexual assault, using and carrying weapons not related to work duties onto Metro Government property, or any other actions and behaviors considered to be inappropriate.

This policy further protects victims of family violence from discrimination at the workplace.

LMHS does not discriminate in employment or in the provision of services on the basis of disability, sex, race, color, religion, age, national origin, sexual orientation or gender identity.